

# First to the Top: What Tennessee Will Provide Districts

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*Below is an outline of the specific trainings and resources the state will provide directly to districts through the state's share of Race to the Top funds:*

## **Trainings – Standards, Data, and TVAAS**

- In-person, online, and school-specific professional development on Common Core standards starting in late summer and early fall 2010.
- Regional trainings over the next four years using a train-the-trainer model for designated state, regional, and district personnel on (1) formative assessments (2) utilizing value-added data to improve instruction (3) data quality and data transparency and (4) how to link value-added data to compensation and teachers' and principals' evaluations (BFK)
- Regional one-day trainings for building leaders on how to use formative assessments (BFK)
- Training for principals on the interpretation and use of SAS® TVAAS® value-added reports and how they can inform evaluation, tenure, differentiated pay and roles, assignments, professional development, and dismissal (BFK and SAS)
- Trainings for principals on the interpretation of school-level teacher effectiveness distribution reports, how to use these reports to target interventions to specific teachers, and how to track changes in teacher performance over time after these interventions (BFK)
- Trainings for principals on analyzing the results of the Teacher Working Conditions survey to improve teacher working conditions (TBD vendor)
- Identification of highly effective principals and highest gaining schools in Tennessee; develop multi-media case studies and practice profiles for practitioners to learn from principal actions and school practices of schools achieving breakthrough gains; develop and deliver high quality professional development for state and district lead practitioners (Leadership Action Tank)

## **Resources – Standards, Data, and TVAAS**

- A significantly expanded Electronic Learning Center that will include a large number of new online professional development courses, including many offerings for STEM teachers through PBS online (TDOE)
- 28 online courses designed to enhance educators' understanding and use of SAS® TVAAS® value-added data (BFK and SAS)
- 8 interactive online courses on how to utilize formative assessments (BFK)
- 1 toolkit per school on how to use value-added data to enhance classroom instruction (BFK)
- A primer outlining potential components of differentiated compensation systems (BFK)
- 4 value-added learning paths differentiating learning by end-user need (BFK)
- An online learning management system for leaders to monitor learner progress (BFK)
- Access to BFK•Link software (BFK)
- Building-level summary reports that provide a comprehensive view of all key building-level data and online tools that helps schools turn these reports into action (BFK and SAS)
- Teacher-level summary reports that summarize key findings for educators from their SAS® TVAAS® reports and online tools that helps teachers turn these reports into action (BFK and SAS)

- Online tools to communicate student-level projection data to Tennessee parents, communities, and other interested parties (BFK)
- Quantitative and qualitative research on the best practices of highly effective teachers and principals in Tennessee (BFK)

#### **Strategic Counsel – Standards, Data, and TVAAS**

- Battelle for Kids will be available on an as needed basis to provide advice to designated state, regional, and district personnel on (1) formative assessments (2) value-added data (3) differentiated compensation and (4) data systems

#### **Trainings – STEM**

- STEM Centers and other higher education institutions will be able to apply for additional funding to expand professional development offerings to STEM K-12 teachers. This funding will be distributed through a RFP that will be released by the Tennessee Higher Education Commission in late summer 2010.
- Oak Ridge Associated Universities (ORAU) STEM Training Academy will provide in-depth professional development to 150 lead STEM teachers from across the state.

*In addition to the trainings and resources mentioned above, the state will be undertaking a number of activities that will provide additional tools and resources to districts. A complete list of activities and timelines will be available on a designated First to the Top website later this summer. A selection of these activities is highlighted below:*

**Assessments:** Tennessee will continue rolling out end-of-course exams. The state will provide an item bank for formative assessments (benchmark and interim) in the 2011-2012 school year. Additionally, Tennessee will participate in a proposal for a national common assessment program beginning in the 2014-2015 school year.

**State Longitudinal Data System:** The state will create a longitudinal database that will integrate student demographic, student achievement, higher education, and teacher and principal information as well as information from other state social service agencies. An enhanced SAS dashboard will be created to allow educators to view this data. The timeline for rollout to districts is the 2011-2012 school year.

**New Principal and Teacher Evaluation:** The Teacher Evaluation Advisory Committee is developed new principal and teacher evaluations that will be field tested in the 2010-11 school year and rolled out statewide in the 2011-12 school year.

**Teacher Working Conditions Survey:** The state will create and administer a Teacher Working Conditions survey to all teachers in the 2010-11 and 2012-13 school years. The state will provide training on how to use the results of this survey in the 2011-12 and 2013-14 school years.

**Innovation Acceleration Fund:** The state will provide \$12 million in competitive funds to support districts in designing and/or implementing alternative salary schedules. A RFP for this competitive fund will be released in late summer 2010.

**Teacher and Principal Residencies:** The state will provide \$8 million in competitive funds to support districts, non-profits, and higher education institutions in designing and/or implementing teacher and principal residency programs. A RFP for this competitive fund will be released in late summer 2010.

**Competitive Supplemental Fund:** The state will provide \$1.5 million in competitive funds to support the smallest 20% of districts (as measured by their share of Title I funds) in designing and/or implementing alternative compensation systems or strategies for turning around low-performing schools. A RFP for this competitive fund will be released in June.

**Focus Schools:** Focus Schools are schools that fall in School Improvement 1 or School Improvement 2. Each Focus School will receive approximately \$6,000 to purchase school support services from eligible providers established through an RFP process at the state level with statewide agency contracts.

**Renewal Schools:** Renewal Schools are schools that fall in Corrective Action or Restructuring I. Each Renewal School will receive approximately \$300,000 to purchase school support services from eligible providers established through an RFP process at the state level with statewide agency contracts. Additionally, the state will commit approximately \$9,000,000 in School Improvement Grant funds to turning around these schools.

**Achievement School District (ASD):** The Commissioner of Education will have the authority to place schools in Restructuring II or beyond and schools meeting the federal definition of “persistently low-achieving schools” in a newly created ASD. The details of the ASD are still be finalized.